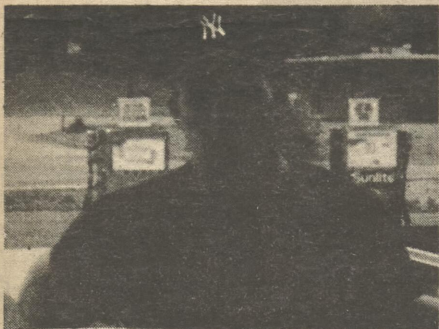




THE FIGHT IN FREIGHT!

For news on what the rank and file is doing to save the Contract, see pages 6-7

J.F. Langley, Pilot, Local 391, N.C., beat a productivity firing.

Pa. Teamsters are fighting the Six Month Casuals Sell-out. See pages 6-7.



CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600

May 1980

No. 6



Deregulation: Last Chance for Action

Deregulation of the trucking industry is coming at us with frightening speed. It will soon come for a vote in the House, and has already passed the Senate. Unless the Teamsters Union acts powerfully and acts now it will become law.

Letters should be written, calls should be made. But this is not enough. In April, Tannersville Pa. Local 229—on a motion made by TDU members—called for a mass rally in Washington of Teamster members. The motion is being considered by other Locals.

We call upon the International Officers to consider that only this kind of action can stop this legislation. If every local, backed by the International, builds it, we could put 100,000 Teamsters in Washington. Letters can be ignored but that kind of strength and unity cannot. It would give us a chance to stall the bill.

Up till now our International Officers have talked a lot about deregulation. But they have not been willing to even consider using this kind of Labor power. They have relied on lobbying, and they have relied on the employers' own lobbying. But management has mixed feelings on the matter. Thomas Herman, President of Delta Lines, has already spilled the beans and said that many trucking companies actually favor deregulation. They think they can make higher profits with deregulation than they do now. UPS has made it clear that it favors lifting regulations. Other major carriers have

started up 'special commodities divisions' to profit from the coming chaos.

IBT lobbying has also fallen short. A lot of faith was placed in Senator Cannon, but when he was caught with Allen Dorfman (mob tied operator who is closely associated with the Central States Pension Fund) he turned around and backed deregulation to prove he wasn't owned by the mob.

The Senators and the big carriers will not be hurt by deregulation. The rank and file will. That's who could help win the fight. But only with a strong move by the International.

A real strategy to fight deregulation would rely on our own strength—up to and including possible work stoppage.

And if would rely on gaining the backing of the entire labor movement. This would be based on a commitment to mutual support within the labor movement—a big step to rebuilding labor solidarity.

The hour is late. We believe there may still be some time to stop deregulation—with a real rank and file strategy. If our leaders care about the members jobs, they'll consider it. A mass rally in Washington would be the first step.

LET THEM KNOW!

Write Your Congressman.
But Write Fitz too!

Tell him you want action and are ready to participate in any demonstration that is called.

TDU on the Move in Local 137

RANK & FILE BEAT SCARE TACTICS IN CALIFORNIA

For 25 years not one member of Local 137 in Northern California ever challenged an incumbent officer in an election.

This year they all will be challenged.

For years, the members had been intimidated, threatened by their union officers with firings and even guns. Shops have gone non-union without the Local doing anything to stop it.

But the intimidation is coming to a screeching halt. The rank and file are organizing.

The turning point was May 3. On that date TDU held an unadvertised meeting as part of the West Coast tour of TDU Organizer Ken Paff. Members discussed plans for overcoming their problems.

It seems Frank Wood Jr. (Secretary-Treasurer of Local 137) had plans of his own. That same night, dynamite exploded on his front yard. He was quick to try to blame TDU. Unfortunately for him, the members were past the point of intimidation.

A flyer was issued, "Time to Stand Up", and circulated all over the local. The press was contacted and for three straight nights the new rank and file activists presented their views on television.

Wood accused the TDU members of being the "SLA" (kidnappers of Patty Hearst) and "Communists." He stated that the police approved of his methods.

The police responded in the press saying "that's a bunch of bull," and Wood is a prime suspect in the bombing. After

that Frank Wood stopped talking publicly at all.

TDU members went to federal court to seek protection of all their rights, and on May 9 won much of what they asked for. Further legal steps will be taken to assure the full rights of all members.

Members are now coming forward. At a milk plant of 80 Teamsters the TV station was called and the members said they were 100% behind TDU—even though they hadn't yet met the TDU activists. One TDUer reports it's hard to get through his delivery route as everyone wants to shake his hand and thank him.

Rank and File on the Move

A Local union held down for years by dictatorial methods is coming alive. It's a new chance for the rank and file. The Local has lost hundreds of members recently due to decertification elections. Big companies, including Pepsi Cola, have decertified, using unfair labor practices while the union stood by. Now the members are determined to rebuild and strengthen their union.

On Saturday, May 17, a public TDU meeting will be held. TDU activists from San Francisco are coming to lend a hand to their brothers and sisters. Local 468 Vice President, Bill Slater, will address the meeting.

The members are using the law to protect every legal right, but their main goal is to work within the union to change it. They fully expect to vote Frank

Wood out of office later this year. And they need to build an active rank and file organization, a TDU chapter, to do the job and to work past the election to keep the rank and file momentum going strong.

One of the leaders of the new movement in Redding summed it up:

"The members of Local 137 are sick and tired of not being represented. We are tired of Business Agents driving Lincoln Continentals at our expense. We are tired of not knowing what the Local's income is, and what the expenditures are. We are tired of being intimidated by our own officials. We want and demand that this Local union be given back to the membership where it rightfully belongs. And that the officers of this union be held accountable to the membership for their actions. We want this union run for the benefit of all its members, not just for the chosen few."

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LETTERS

TDU Fund Raising Project in Canada

Dear TDU,

Hello down there. Did you think I had fallen off the end of the world, not hearing from me for so long? Well, we're still alive and kicking and as you can see by the memberships, doing quite well. We're in good financial shape now due to this project we did on my parents back yard. You talk about the rank and file standing together to accomplish a task! It really was remarkable. We had twelve members come and work for free for 4 consecutive weekend days chopping down and sawing up 8 seventy foot trees. My only regret is that we didn't sell tickets to see Jack

Vlahovic and George Fennel 70 feet up those trees, sawing for all they were worth. A very good job indeed, that although it might be corny, it warmed the



Diane Kilmury, Local 213

cockles of every union heart.

Fraternally,
Diana Kilmury
Local 213
British Columbia

Pro-Union

Dear Brothers and Sisters,

Here's my check for my years' dues.

I want to keep up my membership even though I'm currently on a withdrawal card. My job in air freight dried up, and after taking a crack at Freight as a so called "casual", I threw in the towel and took a job with a non-union "private" company carrier, at least until the economy picks up some, if ever.

I know I'll be a driver for a long time to come, and like other working people I should be in a good, strong, fighting union. I hope I'm not out long. Until then, I'll make what contribution I can to the fight for a Teamsters union that represents its members and is able to put the bosses in their place. Thanks!

Thank you,

Jack Sparrow
Local 279
Sullivan, IL.

Solidarity,

Bill Covington
Local 375
Buffalo, N.Y.

Tired of Being Stepped On

Dear TDU,

I am a dockworker at Spector Freight in Decatur, IL. and a member of Local 279. I have been reading newspapers put out by the TDU organization and would like to join my Teamster brothers and the TDU in the fight against corruption in our union.

Just recently I read your article on Local's, the BA, and the grievance procedure. Your article described our Local and BA to a T. You get no help from them in writing your grievance and obtaining all the information you need. They lose your grievances and information you do obtain. They never know when your grievance is to be heard so you can appear and defend your rights. They (the local President and V.P.) act like we owe them our jobs and that we should never question

them or protest against the company when they don't abide by the contract.

I would like to join TDU and I would appreciate all the information you and other members can give me and my brothers. We are tired of being stepped on and walked over.

Thank you,

Jack Sparrow
Local 279
Sullivan, IL.

Solidarity,

Bill Covington
Local 375
Buffalo, N.Y.

An A-1 Job!

Dear TDU,

I think TDU is doing an A-1 job of focusing the problems. Possibly a #1 issue should be change the Constitution to allow the rank and file to elect International officers by a mail referendum, and by majority vote. #2, a majority vote rule to reject a negotiated contract. #3, your attention to the cost of living adjustment is a very good idea. Also, urge the International to re-affiliate with the AFL-CIO ...Continue to expose corruption at all levels. You are doing an excellent job in my opinion and I appreciate it.

Fraternally,
J.L. Abernathy
Local 941
Pecos, Texas



It's T-Shirt Weather!

TDU Emblem Shirt (left)

- ☐ Gold with red & blue emblem _S _M _L _XL _XXL*
☐ Navy with red & yellow emblem _S _M _L _XL _XXL*

Cause Worth Truckin For (middle)

- ☐ Women's scooped neck, as shown _S _M _L
☐ Men's regular T-shirt _S _M _L _XL _XXL*
_gold _green _blue _red _black _brown

TDU Pennant Design (not shown; design on right but on regular T-shirt)

- ☐ Men's regular T-shirt _S _M _L _XL _XXL*
_gold _green _blue _red _black _brown

Tank Top with Pennant Design (right)

- ☐ Men's only _S _M _L _XL
_white with red & blue trim _blue with navy trim

★ ★ ★ ★ ★

*XXL sometimes available. We'll refund money if not available.
Please indicate 1st and 2nd choice of color. Check one:
☐ If color selected is not available, please substitute another.
☐ Do not substitute another color. Please refund my money.

Name _____ Date _____
Address _____ Amt. Enclosed \$ _____
City _____ State _____ Zip _____

23 Years, No Survivor Benefits

Dear TDU/PROD,

I am returning the membership renewal notice, since my husband, Junior C. Vandiner, is deceased now. He passed away last Oct. 1, 1979 with cancer. He sure did back PROD up highly when he was living. He worked for Ryder Truck Lines in Birmingham Alabama. He worked hard to get new members on his job. And he did.

There is one thing I would like for you to know that might be of help to some one in the future. I am left a widow with our 11 year old son. My husband worked almost 23 yrs.

for Ryder, and me and our son can't ever draw any of my husband's retirement. He was only 49 years old at his death. I think it's bad to work that long and pay retirement in and the family can't get anything. He didn't even live long enough to get his social security started.

I just wanted to mention this focus. We wish the best to all the PROD/TDU members and the organization.

Thank you,
Mrs. Junior C. Vandiner
Arley, Alabama

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 22-member International Steering Committee was elected in November 1979 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:
Doug Allan, Local 208
Pete Camarata, Local 299
Frank Greco, Local 478
Ted Katsaros, Local 282

Organizer:
Ken Paff, Local 407

Trustees:
Eileen Janadia, (Local 337)
Gary Kuhn, Local 20
Ray Kuszelewski, Local 938
Pleasant Stephens, Local 710

Bilal Chaka, Local 692
Denise Gellespie, Local 876
John Gomez, Local 70
Clyde Johnson, Local 528
Mary Kaylor, Local 70
Gary LaFlame, Local 332
Lincoln Merrill, Local 391
Mel Packer, Local 600
Paul Poulos, Local 390
Bill Slater, Local 468
Bill Steinberg, Local 390
Hugh Thompson, Local 600
John Torbet, Local 468

RANK AND FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all international officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

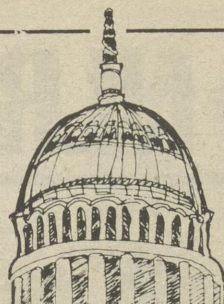
IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you. We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036
(202)-785-3707

TDU Warns Of Dangers

Proposed Increase In Hours Of Service

The Bureau of Motor Carrier Safety is considering a proposal to raise the maximum hours of service from 70 to 96 hours on duty in an 8 day period, and from 10 to 12 hours driving per day.

A petition for the rule change was filed back in September by representatives of owner operators participating in a White House sponsored study group on owner operator problems.

While it is owner operators who are behind the petition for longer hours, the rules they seek could affect company drivers as well. For one thing, the scope of the proposed rule is unclear. And depending on its final language, it could directly govern company drivers' hours of service too.

Even if the proposed rule is limited to owner operators, it will affect company drivers in

two ways.

1. Exhausted owner operators would be a safety hazard for everyone else on the highway, including company drivers.

2. Increased competition from owner operators who would be on the road longer hours could put pressure on trucking companies to seek longer hours for their drivers as well.

The Dept. of Transportation's consideration of the owner operators' petition is even more alarming in light of its continued refusal to act on the hours of service petitions filed by PROD as long as seven years ago. Public hearings on PROD's proposals were finally held in 1978. Many PROD and TDU members testified at those hearings.

Barely a peep has been heard

from the Dept. of Transportation on hours of service since those hearings, however, except for this response to the owner operators' petition.

The hours of service rules need a complete overhaul so 70 hour slavery can be ended and babysitting the phone eliminated. Far from a change for the better, the owner operator petition will bring all road drivers a step closer to 96 hour

slavery.

To defeat this proposed increase in hours and to force the Dept. of Transportation to issue more sensible hours of service rules, send a letter as soon as you can to:

BMCS
Docket #MC-90
Notice #80-1
Room 3402
BMCS, 400 7th St. S.W.
Wash., D.C. 20590

Send copies of your letters to TDU's office. We will be submitting comments and would appreciate being able to use your letters as supporting evidence.



NEED A LONGER CORD
FER MY PHONE, 'BOUT
34 MILES * SHOULD
DO.

I'M "ON CALL" AN I
GOT TO CARRY
THIS
THING
AROUND
ALL THE
TIME

Washington Wire

"Partners For Safety"?

On March 23-28 the "Joint Safety and Health Committee" met in Sarasota, Florida. The Committee is dedicated to improving union and management "cooperation" on issues relating to occupational safety and health.

Leading the Teamsters' delegation was R.V. Durham, Safety and Health Director for the IBT. In a time when management is waging all out war on the health and safety rights of the rank and file, all Durham could manage to say was that the 'partnership' between union and management should be stronger. He went on to say that the Committee should serve as a "vehicle in working out...differences and presenting a joint viewpoint before Congress."

We'd like to know what sort of "joint viewpoint" Mr. Durham had in mind. Perhaps he was referring to the anti-OSHA Schweiker bill, or maybe to trucking management's attempt to gut the TDU/PROD sponsored S.1390/HR 4971—the bill that would give the driver the right to refuse unsafe equipment.

The safety and health rights of the membership would be better served if Mr. Durham spent less time partying with the bosses and more time policing the safety clauses in

the contract. We already have reported how the union is upholding discharges on acknowledged overweights. Maybe this is something Mr. Durham should bring up the next time he gets together with his "partners."

VCR-Is Your Company Complying?

Varying reports have come into the TDU office on how different companies are (or are not) complying with the new maintenance log regulations. The regulations, which went into effect April 1, require that the company keep a copy of the vehicle condition report on the tractor so the next driver can inspect it.

If your company is not complying with this regulation, contact our Washington Office. We are keeping a record of those companies that are not complying and monitoring the Dept. of Transportation's response to charges of violations.

If you want to report a violation of the regulation to the Dept. of Transportation just write in to your regional BMCS office (Bureau of Motor Carrier Safety, listed in the phone book). They will not take your complaint by phone. You do not have to identify yourself, but should leave an address of some kind for them to get back to you with the outcome of the complaint.



Associated Press

The fatal accident shown in the photo above, which left three dead and seven wounded, was at least partially the result of an illegal overload (20,000 lbs. over the Pennsylvania limit of 73,280). And the freight was exempt, unregulated commodities. It is a dramatic example of what the general increase of state weight laws and deregulation mania sweeping Congress will mean in human lives.

In recent weeks Connecticut raised their weight limit to 80,000 lbs. as did Maryland. This higher weight limit may well be the rule from coast to coast under a bill pending before Congress. And deregulation will multiply the number of such owner-operators and increase the competitive pressure towards overloads—it will also multiply the number of accidents of this kind.

When and How To File:

The Courts, NLRB, & Your Grievance

In previous articles we have gone over the various aspects of the grievance procedure and how to get the best possible results from the inadequate system we have.

Many times the question gets asked: "Why can't I just go to court to get my case settled, since the grievance procedure is so weak and phoney?"

Unfortunately the answer in most cases is that you don't have other legal avenues open. There are a few situations, however, where legal help can be crucial. Here are the major possibilities of the courts and the NLRB

Note: this is a brief outline. For more details obtain a copy of the **Teamster Rank and File Legal Rights Handbook**, from TDU for \$4.00.

The NLRB

The National Labor Relations Board (NLRB) can be of help to you in a grievance--especially a discharge--if your employer violated the law. The NLRB will not enforce contract violations unless they are also violations of the law. Primarily this means: Union activity, TDU activity, filing grievances, etc. In the key **Banyard** case, (won by PROD in 1974) the Court ruled that a grievance decision cannot violate the laws or public safety policy. The NLRB was ordered by the court to take up the case.

Example: A McLean dockman was fired the day after he was elected steward. The company was known to be against him because of his TDU activity and especially his outspoken stand on productivity standards. He filed a grievance and also filed a charge with the NLRB.

His firing was upheld, but the NLRB office issued a complaint against McLean and will take it to trial.

Example: A driver for Mason Dixon in Cleveland was fired for having garnishments on his wages. The grievance panel upheld his firing. But the real reason shown at the NLRB to be the filing of grievances, petitioning regarding work rules, and other "protected activities." He was reinstated with full back pay by the NLRB.

In both these cases there was strong evidence of discrimination based on union activity such as filing grievances, stewardship, petitioning, etc. In one there was evidence of TDU activity--such as distributing TDU literature, attending meetings, speaking out at meetings. Both are "protected activities" under the National Labor Relations Act and grounds for filing a charge with the NLRB.

How To File

The procedure in filing a charge (against the union, company or both) is to fill out a form



(available at the NLRB office in the nearest major city or from TDU). You have to fill it out within 6 months of the incident. You do not have to wait until you have exhausted the grievance procedure, you can proceed with both at once if you desire.

A good thing about the NLRB procedure is that it does not require for you to have an attorney. But it is often best to have legal advice, through your

local TDU chapter or otherwise. If the NLRB issues a complaint, they will then take it to trial before an NLRB judge--providing an NLRB attorney for you.

But one disadvantage of the NLRB is time--the whole procedure with appeals can often string out to two years. But the initial charge can be filed immediately and a decision from the NLRB as to whether they will take your case is usually made reasonably fast.

A Tool for Rank & File Power

"Ambulatory Pickets"

by
Doug Allan
Local 208
Los Angeles
Yellow Freight

In LA in recent years the very successful tactic of "Ambulatory pickets" has been used in many many instances. While the legal technicalities of this tactic are important--check with an attorney before you use it--a description of what has been done in Southern California contains a lot of lessons for building rank and file power and protecting your job or working conditions.

Right now, there is an ambulatory picket going on at a carloading company, Coast Carloading. This outfit had a company do the delivery work called Coast Cartage. They closed Coast Cartage and hired owner operators and sub-leasing companies. The drivers were put out of work. Ambulatory pickets were set up as you have the right to picket the work that is being done as long as that was your work.

How It Works

When a truck leaves the yard, what usually happens is that two people with "unfair" picket signs, identifying the company being struck, follow the truck to where it is going to make a delivery. When the truck pulls into the customer's property a picket is set up. Union trucks that are on the customer's property will pull out.

Two things will happen at this point. The customer will usually say: "If you are only picketing that one truck, come on our property and just picket



Los Angeles Teamsters, such as those shown above in a strike at ACME, have used creative tactics to win strikes and make sure their picket lines work. This article explains how "ambulatory" pickets is working at Coast Carloading and other LA struggles.

that one truck."

This is when the customer is usually told by the pickets that they want a written letter from the owner of the company stating that they will be protected on his property. They also want this signed by a notary.

The customer will very seldom agree to this. And if they do, by the time the papers are signed, the pickets have accomplished their goal. The company will not use the sub-carrier until they get the labor dispute settled.

The other thing that happens, and this is true in most cases, is that the customer will try to unload the truck and get it out

as fast as they can--and not use the carrier again. In either case, the pickets have accomplished their goals.

Advertisement and Money

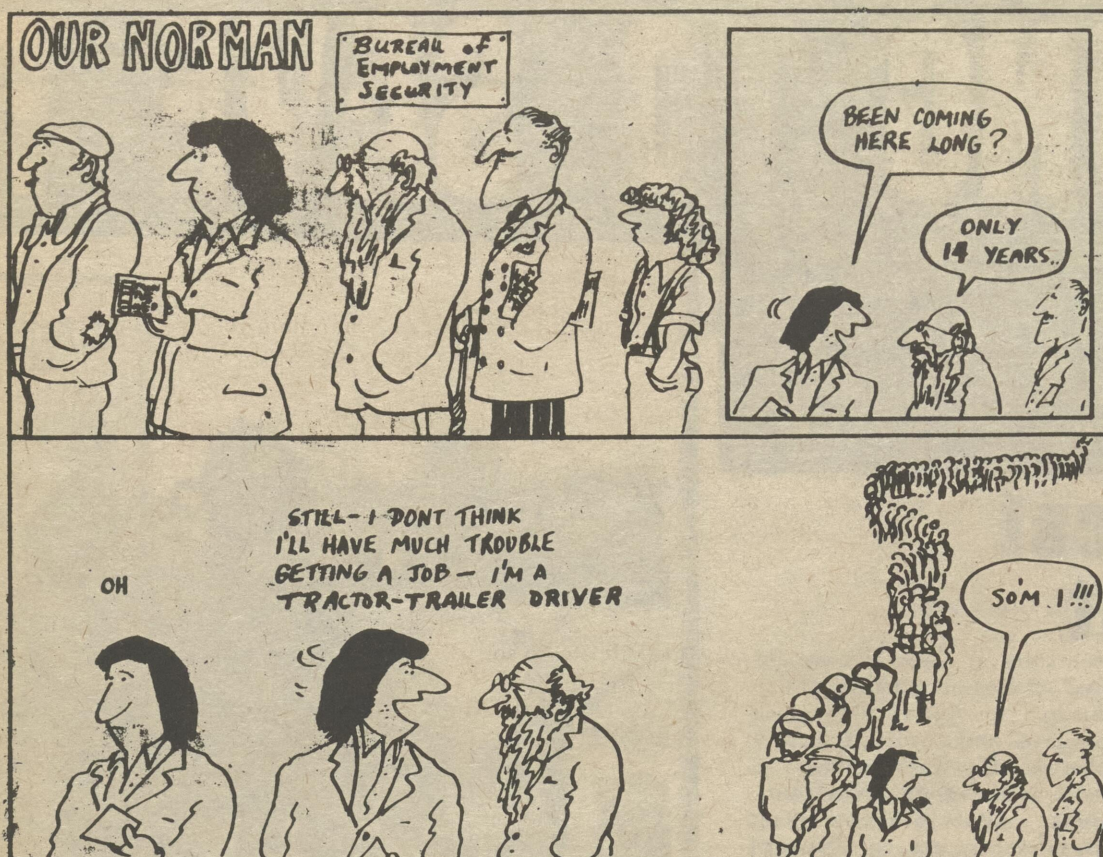
One thing is needed with ambulatory pickets that isn't needed on regular picket lines is that a regular picket can be manned by as few as 3 people. But to run an ambulatory picket, for a small company, at least 8 to 10 teams of two people--plus someone to cover the company yard--are needed.

The Local Union should supply BAs and some money for this. But the real job is advertisement. You must put

out flyers letting every barn in the area know what is going on. You will find that if all the barns in your area are aware of what is going on you will get lots of help. As soon as they see the pickets, they will stop work wherever they are.

How To Win
Your best bet is still with the grievance procedure in most cases. We cannot expect the various outside agencies or courts to do the job for us. They can only give us some protection so that we can do the job ourselves, as union members.

One important point: In all government agencies, and in the grievance procedure itself, facts, records, and witnesses, are crucial. Records should be kept, and notes taken down. Witnesses should be approached immediately. These measures will often pay off later.



Layoffs Spread in Steelhaul

The layoffs are spreading. Steelhaul companies have been slow to layoff because of increased unemployment comp-

Benefit Fraud Affects Layoffs

Union activists have found to be true what many suspected. Steel companies have been slow to officially layoff and pay extra unemployment taxes as they are already getting out of paying union benefit contributions by falsely claiming that many drivers who are sitting are laid off.

This is especially true in the Central States, where eligibility for benefit payments still requires only being available for work during the week.

Local 142 members scorched the ears of pension plan representatives at a Local meeting a few months ago with details of this fraud at almost every company in the Local.

Layoff Violates Seniority Rights

TDU has received several disturbing reports that companies employing primarily owner operators are in effect laying off out of seniority order. The trick: cancelling the leases of higher seniority men.

Why are there so few grievances? Because the union gave away the trailer lease grievance.

Anyone who resists will keep their tractor lease. But you can be threatened with a trailer lease cancellation just when the freight slowdown has already cut revenues to the bone.

We hear that at terminals where there is no effective resistance from the stewards or the men, the companies are getting away with this violation of this most basic contract right.

ensation taxes paid to laid off drivers. But the drop in freight is finally having an effect with prospects for worse conditions ahead.

McNicholas stewards have been told that 10% are out system wide and that layoffs will continue to the 40% level unless freight picks up. Inter-

state Systems has begun serious layoffs system wide. Kaplan trucking has many off including, at one point, the entire Detroit seniority list. Local 124 finally made them take back 2 or shut the doors. Youngstown Cartage drivers report first layoffs recently and many idle trucks.



It will take strong rank and file pressure, the kind of pressure that these Detroit steel haulers demonstrated back in '78, to stop the rate cutting wars from gutting the steel haul contract in '80

Super Cuts Bust Rate Floor

As reported in the last **Convoy Dispatch**, the Central States Area Iron and Steel and Special Commodity Relief Committee voted to allow all companies to pay the men no less than the Steel Carriers Item 304 cutrate for all hauls listed under this item as of March 1, 1980.

Now several union carriers

have cut below this floor. Example: The March 1, 1980 Item 304 Chicago to Detroit rate for most steel items was 89c. Some Carriers, including Artim, Yellow, ATL, and Interstate, went to 96c as of April.

But apparently Cedar Rapids (only part union) and McNamara have cut this to

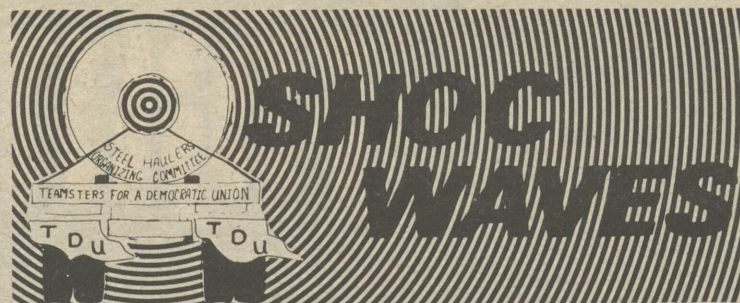
Companies Cry Foul on Super Cuts

The rate cuts are getting so bad that as **Convoy Dispatch** goes to press TDU has learned that the Central States Iron and Steel and Special Commodity Relief Committee is in special session.

Several companies who had abided by the committee decision allowing only limited rate cuts have called the meeting to

insist on the union enforcing this decision against the "super cutters."

The very existence of the steel contract is threatened by union giveaways in the face of these attacks. Does it take having companies complain to get our union leaders to wake up? Or will they even ignore this?



Artim Plot to Break Contract

Recently **Convoy Dispatch** reported how Artim and Local 142 of Gary cooperated to break the local cartage contract for Artim's city steelhaulers. Half the hourly seniority list was required to come back to work from layoff on percentage pay in the city, or lose seniority rights and unemployment benefits. Local 142 held a "vote" on this outrageous proposal—and invited only the men who were going to be kept on hourly pay.

Now Artim and Local 142 have gone a step further—they have combined the short haul road seniority list with what's left of the hourly rate local cartage list. This includes those drivers who came back to work on percentage while their case goes through the legal appeals step. They have told the shorthaulers that they are

not "local cartage" employees and must work in the city on percentage as well as take a cut on health and welfare benefits. The reason: a switch from the Central States plan to the Local 142 plan—a move which lowers Artim's contribution rate. No votes or meetings were held this time.

To add insult to injury, the short haulers, who have already had the option of pulling overflow city freight. They are now being forced on live loads in the city. Hourly paid drivers and former city men on percentage are being given the preloaded city and short haul trips set up by Artim's single drivers at two mills. The company is aiming to establish for the NLRB and state unemployment agency that hourly city men, who are forced on percentage pay, are not taking a pay cut.

So the city men are being fed the longest loads with the least waiting time to keep their revenue up. The result for shorthaulers? One driver reports a typical day, including waiting time for dispatch, pickup time, pickup delay, delivery delay, and empty backhaul as coming in at 15 hours for a load paying \$44 (on percentage).

Artim shorthaulers are not taking this lying down. The men have been organizing to take their case to union higher ups, the union membership, and the NLRB. What is shocking is the way in which Local 142's Don Sawochka, normally considered an above average defender of the steel contract, has openly collaborated with the company to violate the men's rights under the contract.

83c—a full 6c below the floor. And they are charging 77c on the backhaul.

Coal Haulers Win!

In October of 1978, Logan Coal Company management told twelve drivers that they would not sign the contract with the other Canton Coal companies that they had previously agreed to.

These drivers had been working since April of 1978 without a contract and continued until February 1979 when the union Local 92 told them their only recourse was to strike.

They set up their picket lines and six of them stuck with it until April of 1979. A TDU steelhauler, Chet Smith, driver

for Ohio Fast Freight, told them about TDU and that TDU could help them out. All six of them joined and soon after, contacted TDU attorney Staughton Lynd.

The six TDUs decided that they had had it and filed an unfair labor practice suit against Logan Coal through Staughton Lynd. They stuck together even with Logan offering them money if they'd drop it.

After a year's struggle their determination paid off—the six TDU Coal Haulers won \$58,000 in back pay!

FIGHTING TO SAVE THE

From Los Angeles to Harrisburg, Pa., the freight contract is under attack. Six month casuals. Pick up and delivery of truckload freight by road drivers. Productivity drives. They're all part of the attack.

But the rank and file is resisting. In the Eight Cities against the Six Month Casuals sell-out. In the Midwest against Direct Delivery of truckload freight by road drivers. And everywhere—from Carolina to California—against productivity speedups and harassment.

Rank & File Protest Central Sellout

Rank and file Teamsters working for Central have decided that they aren't going to take it lying down.

At the June 9-12 meeting of the Joint Area Committee in Chicago our union is set to rubber stamp the biggest sell-out yet at Central. As we reported in the last issue of *Convoy Dispatch*, a subcommittee of the JAC, composed of Andy Suckart for Ohio and Bob Barnette for Michigan have recommended:

1. **Direct Delivery:** Road men to pick up and deliver all straight loads.

2. **Special Commodities:** Practically everything that is hauled by Central will be approved as a "Special Commodity". The door will be open to putting the entire Central

Direct Delivery at McLeans

And the spread of direct delivery from Central to other carriers is no longer just a possibility. A recent *Wall Street Journal* report indicates that McLeans has made an arrangement with K Mart to be the Contract Carrier for its freight.

What this means is that straight loads will not go through the terminal. McLeans claims its a necessary device to compete with the independents who are flooding the industry as deregulation increases even before the deregulation law is passed.

Our union, however, does not have to allow these arguments. A strong contract and organizing campaign, enforced across the board, and a strong campaign against deregulation (see p.1) can put a stop to these giveaways.

system under the Special Commodity rider to the Freight Contract.

If Central can get away with this kind of deal, you can bet that every other freight company in the mid-West will want the same—soon!

That's why the rank and file

Seniority Fight at Central

The settlement of the NLRB case at **Quad States Leasing Co.** is showing that rank and file pressure can pay off at Central. While the details are not yet final, it is clear that by sticking together, the rank and file were able to win back pay, a better contract, and improved job security. But the issue of whether seniority will prevail on the dispatch of New Buffalo freight is yet to be settled.

In fact, this issue is to be heard at the same June JAC meeting in Chicago considering the Direct Delivery and Special Commodity sellout. That's why New Buffalo Central employees have a special interest in joining their brothers and sisters from throughout the system in June in Chicago.

In **Detroit** the layoffs hit the 6-Mile terminal of Central Cartage with a vengeance. 43 men were laid off, up to 10 years on the board. But the men didn't just take it. They picketed the 299 union hall. **In force.** Their demonstration of 50 strong was enough to force BA John Burge to promise that he would back their seniority rights and allow them to transfer to Central's satellite terminal in Romulus.

Although Burge tried to reverse himself once the publicity of the demonstration faded—constant rank and file pressure kept up the heat. The grievances for master seniority between 6-mile and Romulus have

been resubmitted and are due to be heard at the state panel in May. Let's see if the Local 299 officials are 'neutral' on this one as they were the last time seniority was under fire at Central.



Local 299 Teamsters picket local hall for seniority grievance.

Productivity Fight At Indy Roadway

In the last issue of *Convoy Dispatch* we reported on how 128 Teamsters at Indianapolis Roadway had signed a grievance against productivity cards. A meeting was held with the union officials, including Loran Robbins on April 23. At the meeting there was little support

from the hall for the grievance—and as a result, all the stewards at Roadway walked out and resigned. The hall then appointed a new batch of stewards, but the men are still pushing the grievance. It will be heard at the City Committee in Indianapolis on June 3-4. Watch CD for further details.



These Teamsters at Roadway, Local 229, Tannersville, Pa. are ready to

Rank & File F

by
Doug Allan
Local 208
Yellow Freight
Los Angeles

On Monday, April 14, only five drivers worked out of a scheduled work force of about 28 at the LA Yellow Terminal. When one driver was asked what happened he said, "I don't know about anyone else, but I think I had Yellow 'John-dus' (the Terminal Manager's name is Johns).

The Terminal Manager, according to the employees at Yellow, union and non-union alike, has been found in and out of more terminals than a rubber ball. According to him, he has been hired to straighten out the terminal. And when he does he will move on to bigger and better things.

Productivity is Still With Us

We fought to keep a product-

**This is What Your Sacrifices
Have Paid For**

THE FREIGHT CONTRACT



are ready to take a stand to stop the 6 month casuals sellout.

Pa. TDUs Fight Six Month Casuals

The campaign to stop the contract gutting 'trainees' clause (Article 62) of the 8 Cities—Central Pa. Supplement to the NMFA, is picking up steam. This provides for:

1. No fringe benefits for new hires or workers who are reclassified as 'Trainees'.
2. Drastically lower pay for up to the first 18 months of employment.
3. No right to the grievance procedure for 'trainees'.
4. No seniority for the first 6 months—6 Month Casuals!

Already internal union charges have been filed. In the Tannersville area alone, over 61 people have signed them. And now a petition campaign is underway as well, to demand that the International Union strike Article 62's provisions on trainees from the 8 Cities Supplement.

"For a year after the contract was ratified we kept asking where were our contract books" said Keith Gallagher, Roadway,

Local 229, Tannersville. "Now we know why it took so long" he continued, "The giveaways in Article 62 are the worst I have ever seen in the freight contract."

That's why three meetings are being called in the 8 Cities area in May to plan actions to stop Article 62. All Teamsters interested in doing something to protect their job security should be there. After all, who will the employer hire—a senior

employee or a 'trainee'? The meetings will be at:

HARRISBURG TDU

Sunday, May 18, 1PM
American Legion Hall, Enola

LEHIGH VALLEY TDU

Sunday, May 25, 1PM
Rt. 222, 1 blk. South of Rt. 100

NORTH SCRANTON—STROUDSBURG TDU MTG.

Saturday, May 24, 2PM
Mayers Bar on Brick Ave.

Pilot TDuer Beats Productivity Firing

On April 23, 1980, the Eastern Conference Joint Area Committee finally took a stand on productivity. After having been pressured by TDU on productivity for years—in the union halls, in the courts, and in the street—they finally acted like a union.

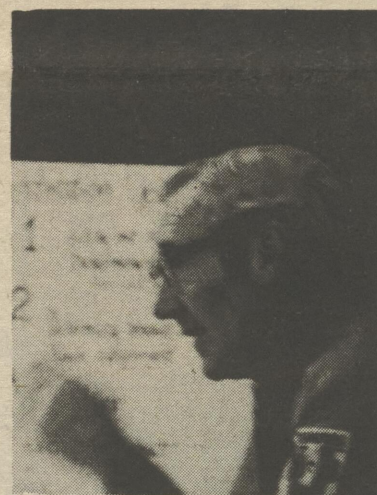
J.F. Langley, a dockworker

for Pilot in North Carolina, Local 391, had been fired under the productivity system Pilot had instituted. The company said that Langley was on the bottom 10% on productivity. The union didn't buy it—and TDU attorney, Mike Shelley was right there in the grievance hearing to make sure that they didn't. They made it clear that the company had never obtained the permission of the union to install the productivity scheme. They are obligated to do this under Article 20 of the National Master Freight Agreement.

"When I went back to Pilot the people there went wild" said Langley. The company was so nervous it sent him home the first day (with pay) because they were scared his just being there would cause too much excitement.

Management has been known to get nervous when they lose productivity cases before. In the March Convoy Dispatch we reported how Joe Berg won his job back at Helms after being fired for productivity. One Helms manager reacted to this victory by Berg over the company by throwing a telephone through a plate glass window.

While these decisions show that productivity can be beaten, our union unfortunately shows no sign of willing to take on this fight across the board. Continued rank and file pressure will be needed to make them do the job. But the Langley case shows that it can be done.



Doug Allan, Local 208, Yellow Frt.

le Fight Harassment at LA Yellow

ivity clause out of our last contract. But Roadway, Yellow and other carriers are trying to get more productivity. In the case of Yellow, the terminal manager is attempting to use warning notices in an attempt to scare the workers into doing more work. In the past three weeks there have been some 50 warning notices issued to employees. It has not worked and it will not work.

Management is harassing workers in other ways as well. I myself was denied sick leave from Yellow by Terminal Manager Glenn Johns when I requested to go to a smoking clinic in connection with an emphysema condition. "Doctor Glenn Johns" claimed that smoking is not a sickness and therefore is not going to pay the sick leave. (Several real doctors have ruled otherwise.) A grievance has been filed for the sick pay,

head after the April 14 alleged work slowdown. The company has charged the employees with conspiring to hold a work stoppage. The letter that has been given to each employee that was scheduled to work on Monday, April 14, but did not said: "You were advised that the company would take disciplinary action for your participation in a work slowdown, Monday, April 14. Your suspension will be for a period of two weeks. You will be advised at a later date when your suspension will be scheduled."

ion will be scheduled."

The case will go before the JAC, and suspensions are to start after the case is heard, if ever. I asked one employee about this, and he said: "The union may not have the power to get rid of Glenn Johns and the company may not have the sense to get rid of him, but the employees will."

Just as it was in the 30's, the battle is not at grievance hearings, but right on the shop floor.

Coordination On Grievances At ATL

by
Pete Rollins
ATL
Local 299

Attention all Stewards at Associated Truck Lines. We are starting a "Clearing House" for lawsuits and grievances.

The purpose of this clearing house is to find out who has won a precedent setting grievance or who has filed a

lawsuit against ATL for any reason. We need the information on these suits or grievances so other barns can follow suit. We are in need of information to keep management from playing one barn against another. They can't win 'em all. So send me xerox copies of grievances or lawsuits so we can help you and others. It would help if you sent your home phone and the times you can be reached. State your division, name, and any

particulars that might be helpful.

We hope to get a list of all stewards' names and phone numbers so we can mail a copy of information we receive to all stewards who want it.

Send information to Pete Rollins, c/o TDU, Box 10128, Detroit, Mi. 48210.

P.S. Any information on the VCRs that we are having trouble with would be good for starters.

Showdown Brewing

Things have really come to a

In case you might have thought that the spirit of equal sacrifice in the battle against inflation had caught on in the executive suite, guess again.

While busy telling their employees last Spring that an

anti-inflationary contract was a must (remember the 'guidelines?') CF execs helped themselves to fat raises. While the real totals that these executives receive is not known—their expense accounts are not count-

ed in total compensation, the following figures have been released.

Raymond F. O'Brien, Chairman of CF, increased his total compensation from \$280,000 in

1978 to \$339,000 in 1979. This comes out to an increase of 21% in one year, comfortably ahead of inflation in 78-79.

Ronald Burbank, CF President, hasn't done as well. He

received a raise of only \$21,000 increasing his total 1979 compensation to a mere \$207,000 up from \$186,000 in 1978. This is only an 11½% increase in one year. Maybe he should file a grievance.

Hang UPS

A Column for UPS Workers

Speed-Up in Indiana

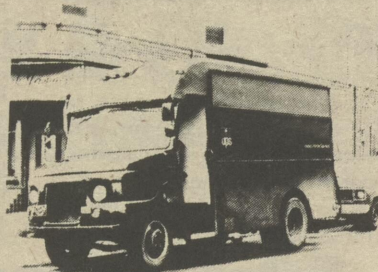
Dear Convoy Dispatch,

The economic crunch and UPS's desire to make the workforce pay in kind for the new contract has really brought things down on drivers here.

There has been a 12% to 20% speed up since Christmas. Plus, the company has decided in the past few weeks to reject requests for days off (which formerly didn't count against your absentee record).

The reason? The substitute would do the route slower, and the center's standards would suffer. Let's sacrifice ourselves for good looking paper work! It gives the sups their merit pay and promotions.

And while we're at it, let's increase productivity—it gives UPS more profits. To hell with



leisure time after work; to the need for a day off now and then for your personal life; or to seeing your family in the evenings.

We even get told how much our "Feet dragging" costs UPS per day in extra wages. Funny, though, we're not told how much they clear on each one of us after subtracting salaries and overhead.

Some Indiana Drivers

"Joke Book"

Dear Fellow TDUsers,

I work for UPS and as anyone who even gets near a brown truck knows, the place stinks. We've had nothing but trouble with the management and the union since the day I started, over 10 years ago. Personal and group grievances have been tried and the union has done nothing but throw them out. These were black & white violations of the contract (or the joke book as we call it). Grounds for rejection were past practice—look out for this one. Give them an inch and they'll take your job!

UPS has production standards, but calls them by some other name. Night people do get fired for not going fast enough. Drivers are also being fired for the same reason, although they (UPS) usually try to come up with some other charges like missing too much work, forget to turn in all C.O.D. money, hair too long, or

you don't wear brown underwear.

So after pounding my head and various other parts of my body against the wall, please send me a copy of the Legal Rights Handbook. Thanks again and keep up the good fight.

Signed,
The Brown Bushwacker

Nationwide UPS Production Push

UPS is working to perfect its own "law of package-handling." The law reads: "No matter how many packages you handle today, tomorrow you can handle more."

Although the law hasn't been made into a contract provision yet, it is definitely a reality at UPS hubs and centers across the country. New production standards and qualifying tests are being used by management to increase workloads and to eliminate jobs along with any workers who choose to protest.

Last month Convoy reported on 3 firings at the Cleveland UPS facilities. Reports from other cities indicate that the UPS crackdown is nationwide.

The UPS law of package handling is scientific. Working with stop watches, tape measures and maps, UPS figures out the shortest time, shortest

route and shortest procedure for every aspect of package handling. The main stumbling block they keep running into is mechanical failure on the workers part.

While the ideal UPS worker would be a robot, management's second choice seems to be young males who perform perfectly at any speed, are experienced in weight-lifting and sprinting, and who keep their mouth shut.

The production standards being set—whether for drivers, sorters or unloaders—seem to require such a worker. Supervision is now expecting unloaders to empty a semi-trailer in less than an hour (1500 packages an hour). Sorters are supposed to keep up with this unreal flow at 98% accuracy; and so on down the belt.

And to make sure they're not

missing any angles on reducing work time, supervisors are coming up with endless reasons for riding with the drivers and in many cases doing the workers' jobs.

UPS efforts to weed out workers who don't match their standards have brought added problems to the already small number of women who work there.

Because UPS did everything they could not to hire women for so long, most women workers have low seniority and end up with some of the most back breaking jobs. Even women with more years, who hired in as clerks, are getting bumped into the unloaders' jobs as UPS eliminates clerk position. Then they fall victim to UPS' law of package-handling. They are told to meet the scientific performance standards set for the robot-worker or be disqualified. Some have been disqualified; others, harassed into quitting, and a remaining few have been intimidated into working at an inhuman and unsafe pace.

This is what equal rights for women means to UPS. And the result of this policy is not only to eliminate women workers but to force higher production rates on the men, putting an unfair burden on older workers as well.



If UPS' law of package-handling is allowed to stand, UPS workers won't last long.

In some locals efforts are underway to stop UPS from enforcing its new standards and to defend workers who are being singled out. To help coordinate efforts, TDU needs more facts on local conditions: What standards are being set? What particular forms of harassment? Are jobs being eliminated? How are women workers affected? And, what action has the union or the workers themselves taken?

Harassment at Pgh. UPS

On Tuesday, May 6, eight more than the 15 minutes discharge grievances were allowed heard in Pittsburgh, Local 249. As discharge cases must be heard within 30 days and there are only about 70 drivers in Local 249—you can imagine what a concerted effort UPS management made to get this number of discharges. And to make the point perfectly clear, the discharges were for "over-extending" their last break for

meet the schedule.

As of this writing, word is that the drivers will get their jobs back with a 30 day suspension. And another management harassment campaign to increase production at UPS is underway.

UPS has production standards, but calls them by some other name. Night people do get fired for not going fast enough. Drivers are also being fired for the same reason, although they (UPS) usually try to come up with some other charges like missing too much work, forget to turn in all C.O.D. money, hair too long, or

Age Discrimination Beaten At Halls

A couple of months ago, Halls announced it was going to start a new policy. From now on employees sixty and older would be required to have ICC physicals every other year.

Halls said that this policy had already been in effect in other terminals and that Pittsburgh would have to get in line. But that didn't impress steward Tom O'Conner. He filed a grievance, using the non-discrimination clause in the NMFA.

Without having the grievance go to the panel, the company backed off.

If there are other Halls terminals where this discriminatory policy is in effect it should be fought and beaten just like in Pittsburgh. Contract language under the National Master Freight Agreement is very clear on this issue. If they are trying to violate the contract on this at your barn—grieve it!

TMX Closes Door on 1,100

Transport Motor Express (TMX) notified its employees on Friday, April 25, that they were shutting down. They stopped making pickups as of that day, and announced that they would stay in business just long enough to get rid of the freight they had.

TMX operated in a six state

area, including Pennsylvania, Ohio, Indiana, Illinois, Missouri and Kentucky. The home terminal was in Fort Wayne. 1,100 union employees, including dock, drivers, and office are affected by the closing.

TMX was owned by United Technologies, a giant conglomerate. Employees in the

Pittsburgh area are reported to believe that the closing was a tax write-off for United Technologies as TMX wasn't losing that much money (about 1c on the dollar). They are also agreed that since the conglomerate bought out the previous owner, TMX has gone down hill and that the closing was just the last step in this decline.

3 Contracts Per Person!

Warehouse Contract Swindle

By Peter Landon
So. Cal TDU Office

When rank and file warehousemen of Local 848 in LA voted yes on a tentative agreement back in September 1979, most everyone thought they had gotten a good contract. After over a year of negotiations wages were up, a COLA had been won, and language governing working conditions had been improved in some areas.

Unfortunately there was one very big problem. All parties to the contract—the rank and file, Local 848 officials, and the company—each had their own version of the contract.

This was discovered during the month following ratification. Stewards at Fedmart found management citing language of the contract which they could not find. Light was shed on the problem when stewards Dan Grant and C.J. Whelan obtained a signed agreement on March 29, 1980—nearly 6 months after the agreement had been approved by the membership. Grant and Whelan found many additions and deletions in the signed agreement when they compared it with the contract that had been ratified 6 months earlier. Major changes had been put in affecting wages, health and welfare, and bidding language.

Fernando Muniz, president of Local 848 and negotiator of this contract, stated that he had the right to change the contract anytime he wanted to. He said that if the stewards or members had problems with his repre-

sentation they could press charges. He informed Grant and Whelan that BAs would represent grievances at all levels from now on, stewards only being allowed to observe. And Grant and Whelan were specifically told they were not wanted as stewards. They re-

signed in disgust.

Ten days later Local 848 posted nomination petitions for new stewards. Clearly they want the people who knew the contract out of the picture.

Local 848 officials owe the rank and file at Fedmart an explanation of the changes in

the contract. Grant and Whelan should be shown the respect and given the authority they deserve as stewards. Representation isn't just signing a contract—it's fighting on a day-to-day basis to maintain and improve conditions in the interests of the membership.



the grocery bag

BORMAN'S "QUALIFICATIONS" SPELL PRODUCTIVITY

Borman Foods, the largest grocery chain in the Detroit area, is attempting to introduce a new method of setting productivity standards for its warehouse workers. The result? Membership resistance and a new TDU membership drive.

Borman's new trick is to try to impose productivity standards on members who transfer under the new open-bid system. The open-bid system allows greater use of seniority rights, but Borman is attempting to make transfers "qualify" for the positions they are transferring to.

Two men have been removed as order selectors after they had

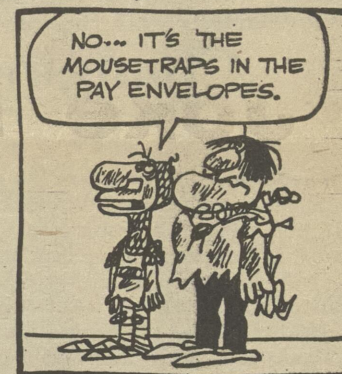


TDUer Jerry Bliss

been bumped as porters and did not meet the floor average on piece count as order selectors. Although there is no contract language setting any qualification standards, BA Lloyd Williams has not resisted

the company's assertion that it has the right to establish these standards. As a result, the two men—one being in his late fifties—have been demoted to clerks—at half the pay they had been making!

Steward and TDU member Jerry Bliss has been fighting for the reinstatement of these men as order selectors, arguing that the company does not have the right to set up these arbitrary standards. "If they can get away with this," Bliss told *Convoy Dispatch*, "then they can try to 'qualify' anybody when they transfer. It just means productivity, and it's got to be stopped now."



Movers Organize in N.Y. & N.J.

"It's about time!"

That was the reaction of Teamster 814 members working at Santini Brothers moving and storage warehouse in Maspeth, N.Y.

They were responding to other 814 members who arrived at the Santini facility at lunch hour to pass out copies of *Convoy Dispatch*.

Teamsters from major moving and storage barns such as Morgan-Manhattan, Fisher Bros., Carlyle, and Neptune have been meeting over the last few months to organize a Local 814 Chapter of TDU.

The problems in Local 814 range from contract erosion to the growth of non-union companies "in the moving and storage industry to corruption at the Local hall.

Instead of organizing to meet the threat of non-union companies the Local leadership's "solution" has been to negotiate sell-out contracts in 1977 and again in 1980. Despite heated membership opposition, these contracts have been

rammed through, with such provisions as:

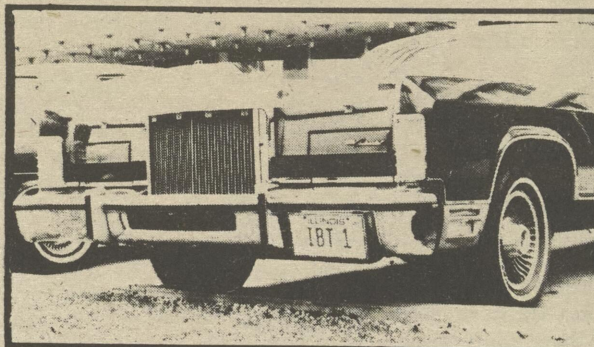
Scheduled Time: A thinly veiled scheme to increase the production of a working crew—a piece work contract which forces Teamsters to race the clock and complete a job under the scheduled time specified in the contract. Worse, all scheduled time is paid straight time.

Low Hourly wages. The wages just negotiated in the April 1, 1980 contract are close to 3 years behind what Teamsters are receiving under the National Master Freight Agreement. (about \$11.50 per hour).

Low Pensions. The average pension for Teamsters who retired between June 1979 and January 1980 was about \$362.25.

Reduced Weekend Pay. Saturday and Sunday used to be paid double time before the 1977 sellout. Now it is paid at time and a half on commercial jobs.

For more information on how to get involved with TDU in 814 call: 212-886-2586



YOUR DUES
PAY FOR
THIS?

KC Organizer Linked to Sweetheart King

What is an Organizer for the International and Kansas City Joint Council 56, an appointee of Roy Williams, doing buying a car from a Teamster employer?

And what is he doing when the imported BMW car is sold to him for half its market price?

And what is going on when that employer is none other than the notorious Eugene Boffa, a labor contractor based in N.J. who provides labor—at sweetheart rates?

These are some of the questions being probed in an investigation of the organized crime strike force in Kansas City and Philadelphia on the activities of Teamster official Sam Ancona.

In 1974 Ancona bought a BMW from a company owned by Boffa, Universal Coordinators. Boffa, the reported front man for Russel Buffalino (alleged east coast mob boss), operates labor leasing companies such as Universal Coordinators in several states. These companies provide sweetheart deals for companies employing Teamster labor by being the subcontractor for the firm's labor. Thus if the members resist, the companies such as Crown Zellerbach can simply cancel the contract with Boffa's labor leasing outfit. The men are out on the street—and the company can just re-contract

with Boffa for another sweetheart deal under another dummy corporation.

But for this scheme to work it needed a key ingredient: Boffa must have influence over Teamster officials. And that's where the half price BMW sold to Ancona has a tale to tell. At the time Ancona purchased the car, Universal Coordinators Inc. was providing drivers to a KC Construction firm, a branch of Ceco Corp. The drivers were members of Local 541 in KC, a local in Joint Council 56 which just happens to have Sam Ancona on its payroll. One plus one equals two.

West Coast Cannery Workers Win Reforms In 679

On April 30, the Cannery Workers Committee (CWC) in Teamsters Local 679 in San Jose were prepared to go into court on contempt charges unless the IBT Constitution was translated into Spanish by that date.

The union hierarchy gave in, and have produced a draft version which will now be reviewed by attorneys for both sides and will be printed for the large number of Spanish-speaking Teamsters in California.

The CWC is a rank and file movement in Local 679 fighting for the rights of the rank and file. Local 679 has 13,000 members working during the peak summer canning season. Well over 50,000 Teamsters work in California canneries in San Jose, Modesto, Sacramento and other areas.

"The problems we face in our local are the same as what you are describing nationally," Pete Naranjo, a CWC leader told Ken Paff at a San Jose meeting. Over the past years the CWC

has addressed these issues and made some good headway.

They have elected two BAs and one Trustee who are CWC people and working for the members. The Secretary Treasurer recently took the keys to the union hall away from these two BA's, and NLRB charges have been filed on the matter.

The CWC has forced the translation of contracts into Spanish. They also have recently started a rank and file bulletin to inform and educate the members and have an on going education program at their office.

A new legal case will soon be filed, according to CWC attorney, Jaime Gallardo, which seeks to expand the eligibility for office for the thousands of workers who are laid off in the winter. It follows along the lines of other cases TDU has pursued. If won, this case will benefit Teamsters nationwide.

Changing the Union in Spokane

Last year the Secretary Treasurer of Local 690 paid himself \$45,000 plus big expenses. He had three close relatives on the payroll and used electrically controlled doors to keep the members out of their own hall.

That era is over now. The new Secretary Treasurer cut the salaries and makes \$29,900. The electric doors are gone, the members can speak freely to the officers. A group of grocery drivers recently used the hall for their own rank and file meeting.

A New Atmosphere

The atmosphere has changed as a result of the two years of TDU activity in the area and the election of new officers. The members of Local 690 have

reason to be proud Teamsters.

"But the job is only half done" stated John Lattanzio, chairman of the Spokane TDU chapter, at the April 19 meeting addressed by TDU Organizer Ken Paff. Because, he explained they still have to change the bylaws, and involve members to back up the officers at contract time to get more bargaining power against such anti-union employers as Safeway Foods. And they also have to work to spread TDU in order to bring the whole Teamsters Union under rank and file control.

The TDU chapter is continuing to work. They have reason to be proud of their victory in the election, but they still have their work cut out for them.

TDU Meetings

Cincinnati TDU
Sunday, June 1, 1PM
TDU Organizer from Detroit to speak. For details call: 513-871-6716, or 313-842-2600.

E. Pa.—North Scranton
Saturday, May 24, 2PM
Mayers Bar on Brick Ave.

El Paso Organizing Meeting
Sat. June 7 1-4PM
Sun. June 8 10 AM-1PM
VFW Hall in Ysleta
9170 Cananea (off E. Alameda).

Harrisburg TDU
Sunday, May 18, 1PM
American Legion Hall
Enola, Pa.

Lehigh Valley TDU
May 25, 1PM
Rt. 222, 1 Blk. South of rt.100.

Redding California TDU
Saturday, May 17, 8am
Kiwanis Clubhouse
4620 Main St. in Central Valley
(Behind Farmers Market)

SoCal TDU
Picnic—4th Annual
Sunday, June 29
Legg Lake Park in Pico Rivera

SoCal TDU
Sunday, June 8, 12 Noon
Cerritos Park East
1324 E. 166th St. Cerritos

TDU Chapter 252
Elma Washington
Thurs. May 22, 5pm
VFW Hall in Elma

W.Va. TDU Meeting
Saturday, June 7, 1980
West Side St. Albans Fire Dept.
Cold River Rd.
near I-64, Rte. 35s exit, Charleston

TDU On The Move



TDU Organizer Ken Paff addresses TDU Chapter in B.C. Yukon

West Coast-Getting Ready For The Rank And File Convention

It's five months till the 1980 Rank and File Convention but active Teamsters on the West Coast are already making their plans to attend from at least eight Chapters. This years Convention will be October 10-11 in Cleveland Ohio.

Last year thirty-five Teamsters attended from West of the Rockies, from both Canada and the U.S. including Alaska. This year even more plan to come,

and from more areas.

This is what TDU organizer Ken Paff reported on his return from a trip West in late April and early May to some eight TDU Chapters for meetings, educational workshops, press conferences and other activities.

Denver TDU

A TDU Organizing Committee has formed in the Mile High City. So far members of Local 435, 17, and 961 are involved, with members in freight, grocery, warehousing and other industries.

One activity that TDU members of Local 435 have been involved in is supporting an effort to win a bylaws change to gain the right to elect BAs. On May 6, that bylaws amendment was lost by a vote of 93-140. The officials made a 'strong effort to stop the change. This effort included such tactics as bussing in over 30 members from one shop just for the vote. A barrage of flyers accused those supporting democracy as being 'communistic.'

At the meeting Secretary Treasurer Jim Ivey stated: "I don't think this local is ready for elected BAs" and "If you take the power from me to appoint BA's, you take away my power to lead."

TDUers plan to move ahead in all three locals. If you want information on how to get involved you can call 388-8354 (nights) or 425-5026 (days).

B.C. TDU Wins Changes

The Chapter continues to expand its activities, which have recently included organizing meetings in the BC Interior, and a successful vote at the April union meeting to pass bylaws changes for elected BAs and for three year terms of office (instead of five). The changes will now go to the International for approval, and then out to all the members of Local 213 for a referendum.

Officials who are under the control of International Director Ed Lawson most recent attempt to discredit TDU was to release a false story that the BC TDU owes \$45,000 to a printer! "If this is the best lie they can come up with, we're in good shape." was the reaction of TDU members. Their printing bills are paid-up.



New Silent Agitators Available

TDU Emblem Stickers

Good quality red, blue, and yellow vinyl stickers to put on your C.B., lunchbox, suitcase, briefcase, notebook, or car windshield.

□ 5-\$1.25 □ 10-\$2.00 □ 20-\$4.00 □ 50-\$8.50

Trailer Dolly Stickers

Drivers: Advertise TDU with useful stickers. These handy stickers can be placed over the trailer dollies to let drivers know which way they crank, and to advertise TDU! Each order will be half right-handed and half left-handed.

□ 10-\$1.00 □ 20-\$2.00 □ 50-\$3.00

Name _____ Amt. Enclosed \$ _____

Address _____

City _____ State _____ Zip _____

☐ Send me _____ TDU membership cards to distribute.

New Chapter In Davenport

On April 27, 1980 a new TDU Chapter was born in Davenport Iowa. With representatives from the major freight and transit mix sections of Local 371 the chapter has taken on as its first project defending the rights of elected stewards

arbitrary dismissal from their posts by the BAs.

The new chapter is planning a local newsletter. They are also setting up an organized Convoy Dispatch distribution network to reach all the major companies covered by Local 371. As

Convoy Dispatch editor, Rob Fram, said to the new steering committee, "If you build up distribution of the paper you will be building up your network of contacts, your supporters, in any fight you want to take on down the road."



The crisis in carhauling is getting worse. Hardest hit are Ford haulers. Over 600 Teamsters lost their jobs permanently when Automobile Transport (ATI) went bankrupt last winter. Now several more carriers appear to be following ATI down the drain.

Nu-Car with 14 eastern terminals was the largest Ford carrier before the permanent closing of the Mahwah NJ plant cut the heart out of its business. Reports on Nu-Car's future are contradictory. Management in mid-April told the Wall St. Journal they did not expect to make it. Later management told drivers they would try to hold on with railhead and import business. They asked for drivers to go to Winston-Salem to take over the railhead there from Motor Convoy. There are reports they will lose import business in Jacksonville to Dixie Transport.

Dealers Transport, Ford's carrier in Kentucky, Tenn., and Mississippi, is also reported to be going belly up. According to Wilson Holsinger, member of the Carhaul Negotiating Committee from Detroit Local 299, Motor Convoy took over Dealers railhead on May 5, and will open a Louisville terminal to handle the car plant traffic from there on July 1.

Car Carriers of Chicago is being given an extra push toward the brink by its owner, James Byrne. Only a dozen or so drivers are working out of 143. Meanwhile, Byrne has con-

Recession hits contract! WHO WILL SURVIVE?

tinued to shift work to 'another' company he owns and operates out of the same building, Clark Transport. New drivers have been hired under the Clark name to do work traditionally done by Car Carriers employees with many years seniority. On May 8, the Wisc.-Ill. grievance panel at last heard a group grievance filed on the question. Unfortunately, Local 710 BA Oscar Mischon has a very poor track record of representing his members successfully.

Ford sales are way down, and the automaker pays miserly rates to its carriers. **The Union is not responsible for these facts. But the Union is responsible for maintaining the seniority and job security of its members. Its performance in this crisis has been tragically poor.**

ATI and western GM haulers lost their grievances to follow their work. ATI equipment is being sold to other carriers and the company's permits were recently sold to Weber Transport, a shady outfit hauling imports out of Wilmington and Port Newark. The NJ operation is non-union. It should be organized now to protect IBT bargaining power and give some rights to a few ATI drivers.

Dealers situation could be another disaster for job security and seniority. E&L already has authority to haul out of Louisville and has excess equipment to boot. The job protection clauses of the contract have become worthless. Hopefully, the Union will begin to show more support for the seniority rights of Teamsters who built this industry with decades of service.

United Transports has withdrawn "without prejudice" its proposal to

impose a drastic wage cut on drivers at its Chrysler railhead in N. Kansas City. The company had proposed a local rider under which drivers would get a flat 18½% of revenue instead of mileage, skid drops, loading, etc.

Since this deal would be a 20% to 30% wage cut and was likely to spread if granted, carhauleders across the country had expressed their concern. UT is now considering converting the terminal to a broker operation instead. The threat to leave North Kansas City (which management used to get drivers to agree reluctantly to the cut-rate deal) is no longer taken seriously - UT is now expanding there by taking over Cassens' operation at the railhead.

No doubt there will be further cut-rate deals to be fought. The industry is down and resistance is weakened. Some Union officials are patting themselves on the back for rejecting the across-the-board proposal by the carriers to postpone the June 1 COL increase for 6 months. But this action required no special courage. Once freight agreed the April 1 COLA would be paid, carhaul was bound to do the same on June 1. But the companies are still free to propose cut-rate 'relief' schemes on an individual basis. Now is the time we need a strong and vigilant Union. It will be up to the rank and file to make it so.

The Carhauleders Coordinating Committee of TDU is a national network of experienced rank & file car haulers dedicated to organizing for job security and seniority rights and against sellouts. In this battle we need your help so we can all help each other. Let us know what's happening in your area. Give us a call at 313-842-2600 or write to TDU.

Save the date.
Save some bucks for...

TDU RANK & FILE CONVENTION Oct. 11 & 12 Cleveland, OH

TDU Steering Committee Aims at 1981 Convention

On April 26 the TDU International Steering Committee met in Detroit and Los Angeles and adopted a plan to put key reform measures before the IBT Convention in June 1981.

With this issue of **Convoy Dispatch** membership input is being solicited to help in select-

ing the most vital issues to the rank and file.

In other action, the Steering Committee began planning for the 1980 Rank and File Convention next October. It also laid plans to begin a TDU Members Report to provide additional service and information for members of TDU.

YOUR ONE CHANCE TO CHANGE THE UNION

About a year from now—in June of 1981—the International Brotherhood of Teamsters Convention will be held in Las Vegas. Our Conventions are held only every five years. This is your one chance till 1986.

And you will have a chance to make a difference. TDU will be there. Over the next year we will be working hard to win delegates to present the views of the membership.

WE NEED INPUT FROM YOU... NOW

We need your ideas for what changes you want to see in our Constitution and our union. We intend to get behind a few major issues and plan carefully so that these resolutions will be the most important ones. Those being considered include:

- ★ Right of each Teamster to vote on our International officers
- ★ Right to vote on each contract, supplement and rider by majority vote in the union halls
- ★ Limit our officers to one paid position, with reasonable salary ceilings specified
- ★ The Right to Strike, and an End to Sweethearts

If you are interested in these sort of changes, the 1981 Convention is the place to be heard. Please fill out this coupon and return it to TDU, Box 10128, Detroit, Mich. 48210.

I would like to see these issues pushed by TDU to change our union at the 1981 Convention:

1. _____
2. _____
3. _____

- ☐ I want to help with the campaign to Change our Union in 1981.
☐ I want to join TDU. I have completed the other side of this coupon.



TDU FILES APPEAL

Bulletin Board Rights Are Under Attack

by
Mike Goldberg
TDU General Counsel

In recent months the rights of TDU members to post TDU literature on union bulletin boards has come under serious attack. In a March 3 decision, the NLRB issued a ruling that could substantially cut down TDU members access to union bulletin boards.

In the past, TDU literature could be put up on bulletin boards in break rooms and union halls as long as those boards were for general use. If a bulletin board was used for posting information about bowling leagues or "For Sale" notices, etc. it was OK to post TDU literature.

Companies and unions did have the right to restrict the use of bulletin boards to official company or union business. But such a restriction, to be legal, had to apply evenly to everyone. They could not be applied selectively to TDU activists or members.

On March 3, however, the NLRB came down with a ruling on the case of TDU/PROD member Charles Helton of Local 515, Chattanooga, Tenn. Helton had filed charges after officials of Local 515 twice tore down PROD literature he had posted on the bulletin board in the break room of Roadway's Chattanooga terminal. The Local said that the board was supposed to be limited to official union business. But for 10 years before, Helton had posted the PROD literature there and there had been no restrictions on the use of the bulletin board. It had been used by employees and non-employees alike to post everything from Church Revival notices to Playboy centerfolds.

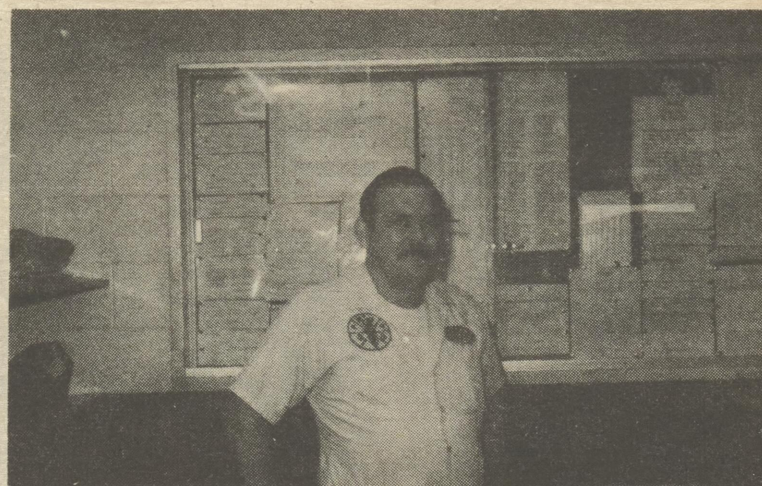
Helton and PROD won their first round in front of the NLRB when an administrative law judge ordered Local 515 to stop interfering with Helton's use of the Bulletin board. Unfortunately the NLRB reversed that decision in a 2-1 vote when Local 515 appealed the verdict.

The March 3 NLRB ruling

states that as long as the union didn't discipline or threaten Helton they could legally restrict his use of the Bulletin Board. This decision, as bad as it is, does not apply to general purpose boards set up by the company. It only applies to union bulletin boards.

Already the effects of the NLRB's decision are being felt. TDU members employed at Yellow Freight in Cleveland, Roadway in Indianapolis, and Consolidated Freightways in Pa. and N.J. have also been denied access to bulletin boards. At Allentown's CF terminal, where TDUer Bill Hlay is shop steward, the CF Terminal Manager has even tried to dictate to Hlay and the union what is and what is not "official union business."

TDU's lawyers at our Washington office have filed an appeal of the NLRB decision in the US Court of Appeals in Washington. A decision should be issued by the end of the year. They are hopeful that a victory in the Court of Appeals will reverse this trend.



Charles Helton, Local 515, Roadway, at the Chattanooga Bulletin Board

Know Your Rights

The NLRB's decision on the use of union bulletin boards does not affect your other rights to build TDU. Specifically, you have the right to:

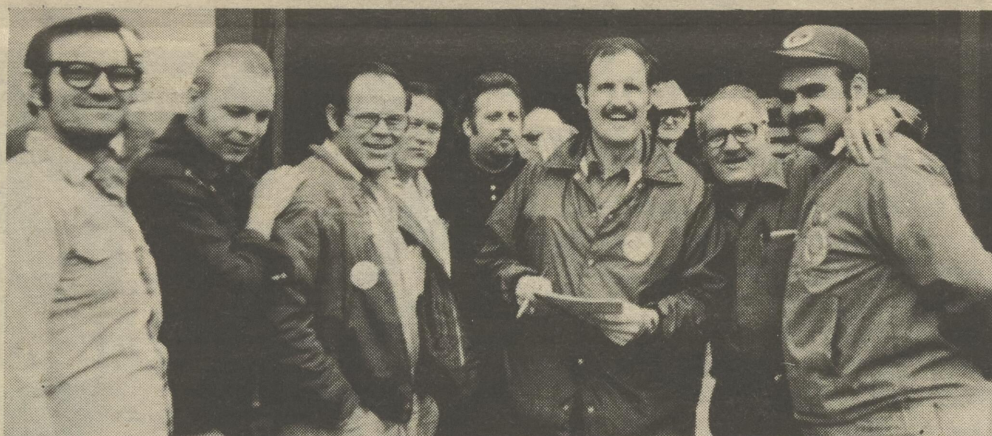
1. Bulletin Boards. You can post flyers, articles from **Convoy Dispatch**, etc. on company bulletin boards that are available for general use by employees.

2. At Work. You can hand out flyers, **Convoy Dispatch**, or solicit TDU membership at work so long as you do it in non-work areas (like a break

room) on non-work time (like during lunch or before your shift starts).

3. At the Union Hall. You can hand out flyers or **Convoy Dispatch** at union meetings or the union hall.

If the company interferes with your exercise of these rights you can file unfair labor practice charges with the NLRB. If the union interferes, you can seek a remedy either through the NLRB or through the Courts under the Landrum Griffin Act.



SOLIDARITY

That's what TDU builds. Whether it's on the picket line, fighting for a grievance, or working together in an election campaign (as in the photo above from Local 299). TDU builds rank and file solidarity in everything we do. And as times get tough we need solidarity more than ever. To beat back deregulation, to stop productivity. To save our contracts and reform our union. Isn't it time you joined together with your brother and sister Teamsters in solidarity? Isn't it time you joined TDU?

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Production ☐ Other _____

☐ Yes, I want to join TDU and build rank and file solidarity—\$15 basic membership fee, for one year's membership and subscription to **Convoy Dispatch**

☐ \$25 membership fee for all Teamsters who can afford it. (\$5 of this will go to the local chapter)

☐ \$10 for spouses and retirees, and Teamsters who gross less than \$10,000 a year

☐ I want to distribute **Convoy Dispatch**. Prices per issue are: ☐ 100-\$7 ☐ 50-\$5 ☐ 20-\$3 ☐ 10-\$2

☐ I want to help build TDU by signing up members or helping organize a meeting. Contact me.

Join TDU!

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210